

WIOA Implementation Subcommittee on Education and Career Pathways through Integrated Service Delivery Models

Co-Chairs

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Workforce Training and
Education Coordinating Board



Conference Call Expectations

- Please **keep your phone on “MUTE”** unless you are addressing the subcommittee.
- If you are addressing the subcommittee by phone, **please identify yourself** for the record.
- A public comment period will be provided at the end of each subcommittee meeting. The subcommittee wishes to hear from all voices, but asks public comments to be limited to **3 minutes** so that all may be heard.



Purpose of Subcommittee

The purpose of the WIOA Implementation Subcommittee on Education and Career Pathways through Integrated Service Delivery Models (the “subcommittee”) is **to develop the plan to “help more people find and keep jobs that lead to economic self-sufficiency, with a focus on disadvantaged populations,”** as directed by Governor Jay Inslee.

Operating Principles and Guidelines

- Be open-minded and think outside the box about recommendations
- Think about both what works and what doesn't work in current programs
 - What roadblocks or hurdles are present in current programs for the workforce system's customers—employers and job-seekers?
- Highlight areas of efficiency and emerging best practices from your experiences
 - And ask: How do we bring best practices up to scale statewide?
- Please feel free to voice concerns about how ideas would work during the transition from WIA to WIOA

Future Meetings

- Currently scheduled future subcommittee meetings:
 - **June 9, 1-4 PM, OSPI**, 600 Washington St. SE, 4th Floor Brouillet Conference Room, Olympia
 - **June 30, 1-4 PM, OSPI**, 600 Washington St. SE, 4th Floor Brouillet Conference Room, Olympia
- Other Upcoming Meetings:
 - Workforce Board, May 28, 9 AM-4 PM, SBCTC
 - Youth Services “Summit”, June 29, 1-5 PM, Olympia (Location TBD)
 - Technology and Accessibility, June
 - Professional Development

May 5 Steering Committee

Status of Pathways Committee Recommendations on Defining Career Pathways and Transfer Flexibility between Adult and Dislocated Worker Programs

Two Recommendations from Pathways Subcommittee

- A system-wide, standard definition for the “career pathways” concept
- Guidance to the Governor and the Employment Security Department on a process for **approving up to 100 percent transfers of funds between the Adult and Dislocated Worker programs**

Recommended System-Wide Definition of Career Pathways

- The subcommittee recommended the following definition of the career pathway concept be integrated throughout the state strategic plan:

*The **career pathway approach** connects progressive levels of education, training, counseling, support services, and credentials for specific occupations in a way that optimizes continuous progress towards the education and career goals of individuals of all ages, abilities, and needs.*

This approach helps individuals earn marketable credentials; prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships; engages individuals in further education and employment; and helps individuals achieve sustained economic success. Career pathways deeply engage employers and help meet their workforce needs; they also help the state and its communities strengthen their workforces and economies.

Adopted System-Wide Definition of Career Pathways

- The definition of "career pathways" was modified slightly, eliminating the term "progressive", calling out employment as one of the possible goals of individuals participating in the system as opposed to only calling out careers, and adding "other work-based learning opportunities" to the enumerated list of secondary/postsecondary options individuals should have access to.

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This approach helps individuals earn marketable credentials; prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships and other work-based learning opportunities; engages individuals in further education and employment; and helps individuals achieve sustained economic success. Career pathways deeply engage employers and help meet their workforce needs; they also help the state and its communities strengthen their workforces and economies.

Recommendation of the Pathways Subcommittee

- **ESD should continue to apply its existing transfer request procedure** when a local area Board applies for fund transfer flexibility--potentially up to 100 percent flexibility, as allowed by WIOA.
- After applying the existing transfer request procedure, ESD may authorize a partial or full transfer of funds for transfers **up to 50 percent of the base allocation from either program**. A transfer request **in excess of 50 percent** of the base allocation from either program must be **approved by both ESD and by a vote of the Workforce Board**.
- For transfer requests above 50 percent, local area boards will submit a **single request application to both the Workforce Board and ESD** and ESD may approve up the fund transfer up to the 50 percent threshold before the Workforce Board grants approval for the remaining balance.

Adopted Transfer Policy

Recommendation

- **ESD should continue to apply its existing transfer request procedure** when a local area Board applies for fund transfer flexibility--potentially up to 100 percent flexibility, as allowed by WIOA.
- Any transfer requests above 50 percent flexibility must be submitted to simultaneously to the Workforce Board and the Employment Security Department, but **ESD has authority to approve a request up to 100 percent flexibility**, if their review finds such a transfer request is allowable.
- The **Workforce Board will be notified whenever a request above 50 percent is initiated**, and will be notified by ESD of such a request's **approval** by the next Workforce Board meeting, at the latest.
- In one program year (summer 2016), the Workforce Board will review the transfer flexibility procedure policy to assess whether changes are warranted.

What Applications Must Include for Transfer of Funds Approval

Previous transfer applications must include...

1. The reason(s) for the request to transfer funds, the amount of the transfer request and the percentage the request represents of the base allocation;
2. The fund source of the transfer;
3. Signed approval from the local area board requesting the transfer; and
4. A revised *Participant Planning Form* for both the Adult and Dislocated Worker programs which accompanies the program analysis.

New transfer applications must include...

1. The reason(s) for the transfer;
2. The dollar amount of the transfer request, including the percentage share of the base allocation represented by the dollar amount;
3. The fund source of the transfer;
4. A revised *Participant Planning Form*;
5. Signed approval from the **local advisory board** requesting the transfer; and
6. **Documentation (e.g., a copy of email or letter) that the full local board was notified** of the intent to request a transfer at least five business days before the request is sent to ESD.

Engaging Employers in the Career Pathways Definition

We Look at Employers as “Customers” in our System—How do we engage them as Partners instead?

Challenges to Creating Effective Partnerships

- Our ACQP Framework discussions highlighted several challenges to engaging employers in our system broadly and the career pathways concept in particular:
 - It can be difficult to gather the critical mass of support from employers to move from discussion to true partnership;
 - Finding the right people to partner with in a company who has the passion and authority to commit is challenging;
 - Having both employers and educations articulate their expectations and how they will measure success;
 - Finding common ground and developing mutual respect;
 - Understanding/decoding each others' terminology;
 - Engaging the right employers that can articulate exactly what skills and competencies are needed of entry-level employees.

Engaged Employers can...

- **Participate in Needs Assessments:** Collecting local labor market information and identifying broad industry needs are first steps.
- **Set Standards and Assist with the Design of Pathways:** Employers can share specific information about new hire expectations to inform the modification or creation of curricula to address their specific needs.
- **Provide Worksite and other Work-Based Learning Opportunities:** Employers can provide an environment for learning outside the classroom, connecting learners to the workplace.
- **Provide and/or support Certifications:** Employers or their industry associations may be able to certify individuals in specialized needs. Earning a credential is an important step along a career pathway.
- **Leverage Connections to Suppliers and Other Businesses:** Most employers have strong connections to other businesses that can extend the partnership network, benefiting learners, educators and employers.

Strategies for Expanding Business Partnerships

- Create win-win partnerships by determining what each employer hopes to accomplish as a part of the career pathways system and helping the employer achieve it.
- Identify available resources for the system.
- Show sincere appreciation for, and demonstrate the value of each business partner's contributions.
- Communicate high expectations by telling business partners exactly what is needed and by what time.
- Share and discuss performance outcomes with all business partners.
- *What are your programs or organizations doing to expand business partnerships?*